

SANCTIONS

Equity & Title IX Annual Volunteer Training

August 2023



University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

WHO ISSUES SANCTIONS?

Title IX

- Students, Faculty, or Staff Respondents: Hearing Panel
- MUHC Staff Respondent: AMC decision-maker

Equity

- Students Respondents: Hearing Panel
- Faculty Respondents:
 - Hearing Panel makes recommendation to Provost of sanctions to be imposed
 - Provost makes finding of sanctions

Factors to Consider in Sanctioning

- The nature, severity of, and circumstances surrounding the violation;
- The disciplinary history of the Respondent;
- The need for sanctions/remedial actions to bring an end to the discrimination, harassment and/or retaliation;
- The need for sanctions/remedial actions to prevent the future recurrence of discrimination, harassment and/or retaliation; and
- The need to remedy the effects of the discrimination, harassment and/or retaliation on the Complainant and the University community.

EXAMPLES OF SANCTIONS IN **STUDENT** MATTERS

- **Expulsion**
- **Suspension for a fixed period of time**
 - From specific campus or the entire UM System
 - Implemented in conjunction with discretionary sanctions
- **Trespass someone from campus**
- **Limit their access to certain areas of campus**
 - Residence Halls
 - Campus Dining
 - Parking Structures
 - Colleges
 - Rec Center

EXAMPLES OF SANCTIONS IN **STUDENT** MATTERS

- **Probation**
- **No contact with Complainant / Respondent**
 - Or witnesses
- **Verbal or Written Warning**
- **Restitution**
- **Loss of privileges (access to campus wifi, email, parking)**
- **Withdrawal of recognition (of a student organization)**
- **Other discretionary sanctions:** Community service (most likely used in non-sexual misconduct matters), reflection paper, personal growth/development plan/essay, educational programming as directed by Equity/Title IX Office, etc.
 - Fixed period of time or until graduation

EXAMPLES OF SANCTIONS IN **FACULTY** MATTERS

- **Recommend termination**
- **Recommend removal from appointed position**
 - Department Chair
- **No contact with Complainant / Respondent**
 - Or witnesses
- **Move office locations**
- **Prohibited from certain buildings or areas of campus**
- **Written reprimand in personnel file**
- **Remove supervisory or evaluative duties from Respondent over Complainant or others involved**

EXAMPLES OF SANCTIONS IN **FACULTY** MATTERS

- **Verbal or written warning**
- **Performance Improvement Plan**
- **Required training/education**
- **Loss of annual pay increase**
- **Suspension without pay**
- **Nonrenewal of appointment**
- **Adjustment/loss of privileges/duties (e.g., cannot advise a student group or lead a study abroad program or serve on a particular committee or attend certain types of department functions, etc.)**



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